

H.R. 4589, Diversity and Inclusion at the Department of State Act

As ordered reported by the House Committee on Foreign Affairs on July 29, 2021

By Fiscal Year, Millions of Dollars	2021	2021-2026	2021-2031
Direct Spending (Outlays)	0	0	0
Revenues	0	0	0
Increase or Decrease (-) in the Deficit	0	0	0
Spending Subject to Appropriation (Outlays)	0	1	not estimated
Statutory pay-as-you-go procedures apply?	No	Mandate Effects	
Increases on-budget deficits in any of the four consecutive 10-year periods beginning in 2032?	No	Contains intergovernmental mandate?	No
		Contains private-sector mandate?	No

H.R. 4589 would require the Department of State to take several steps to promote diversity and inclusion in the department's workforce and operations and to report annually to the Congress on those efforts. Specifically, under the bill the department would:

- Establish the position of Chief Diversity and Inclusion Officer and appoint senior advisors within each bureau,
- Establish a council of leaders to coordinate policy and initiatives promoting diversity and inclusion,
- Implement mentorship programs for employees in underrepresented groups by pairing them with more experienced employees, and
- Offer the Senior Executive Service Candidate Development Program every three years.

On the basis of information about the department's ongoing and planned activities, CBO estimates that most of the bill's requirements would be met under current law and that any additional efforts, including the reporting requirements, would cost less than \$500,000 each year and total \$1 million over the 2021-2026 period. Such spending would be subject to the availability of appropriated funds.

The CBO staff contact for this estimate is Sunita D'Monte. The estimate was reviewed by Leo Lex, Deputy Director for Budget Analysis.